

Labor Relations – MGMT0301-003

Spring, 2013 OnLine Section

Balancing The Rights Of Management, Workers, and Unions

Professor Robert Bourke

Course Syllabus

Required Text:

Labor Relations, Striking a Balance, 3rd Edition John W. Budd, McGraw-Hill/Irwin, (2010), ISBN 978-0-07-353033-8 (Available new, used and as a rental, in hardback and as an ebook)

Course Description:

Labor Relations involves the interaction between employer and employee both on an individual bases and the employer as an institution and organized labor (unions) as an institution. The unions seek to improve the working terms and conditions of the employees so, sometimes these different parties have common goals, sometimes they have conflicting goals. This course will look at contemporary labor relations from the historical perspective, the legal perspective, the societal perspective and, not the least, the practical application of labor relations principles in the real world.

Course Objectives:

To provide the student with an intellectual and practical understanding of the development of Labor Relations in the United States and its evolution to the present day employer-union-employee paradigm; to include both the academic knowledge base and the real-world application of that knowledge.

Expectations:

Yours: To learn and understand the historical and legal development of Labor Relations in the United States from its earliest times to the present; to have a practical understanding of labor relations in today's business world.

Mine: While fully subscribing to the expectations that the student should have as noted above, I expect students to put in the time and effort to make this learning experience worthwhile. That means keeping up on readings and assignments, participation in group activities and discussions and being willing to express their opinions and views without reservation.

Although this is an OnLine class, students should conduct themselves with proper decorum in all postings. Also, students are expected to contribute to online discussions and comments as appropriate.

Assessment:

Course materials are presented in various forms and mediums. Textbook readings will be supplemented by lecture presentations and supporting printed handouts. In addition, discussions and real-life exercises will be used to give life to the history and theory. Thus, the student's course grade will be a compilation of different assessment criteria, including the following:

Mid-Term Exam:	25%
Assignments, And activities	22%
Group projects	15%
Participation in group Discussions and other Forums	10%
Final Exam	25%

A Word About Academic Honesty

The Faculty and Administration of this College are committed to the highest possible ethical and moral standards. More importantly, the cornerstone of good labor relations between employers and employees and management and unions is an underlying ability to trust that the parties are dealing in good faith and honestly. Just as we will constantly strive to live up to these high standards, we expect our students to do the same. To that end, cheating of any sort will not be tolerated. Students who are discovered cheating are subject to discipline up to and including failure of a course and expulsion.

My definition of cheating includes but is not limited to:

Plagiarism – the use of another’s work as one’s own without giving credit to the individual. This includes using materials from the internet.

Copying another’s answers on an examination.

Deliberately allowing another to copy one’s answers or work.

Signing an attendance roster for another who is not present.

In the special instance of group work, the instructor will make clear his/her expectations with respect to individual vs. collaborative work. A violation of these expectations may be considered cheating as well.

For further information on this subject you may refer to the Academic Honesty Policy in the Student Handbook.

In conclusion, it is our mission to prepare each student for a life meaningful contribution and fulfillment. Honesty and ethical behavior are the foundation upon which such lives are built. We therefore expect the highest standards of each student in this regard.

Finally:

This course is taught using the “adult learning” model. What that means is that no one is here to hold your hand, make sure you do the assignments or that you keep up on the reading. This course is here to make you a more useful member of society and a better business person after you leave the University. It’s up to you to take advantage of what is offered. The burden is on the student to let the instructor know if something is not clear, if the material is confusing or if you’re simply, ‘not getting it’. Speak up. Question. Don’t be afraid to be wrong.